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AMERICAN Rescue Plan **SAVES** PENSION\$



the PRESIDENT'S MESSAGE

American Rescue Plan

SECURES Retiree Benefits

It has been an historic three months in America. The election of Joe Biden and Democratic control of Congress have created a tremendous boost for working families and organized labor.

The most significant development of 2021 is the enactment of the American Rescue Plan Act, signed into law by President Biden on March 11. Included in this extraordinary emergency economic legislation is a provision that guarantees retirees that they will receive the pension benefits they earned over a lifetime of hard work.

The BCTGM has been leading labor's fight for federal legislation to fix the nation's pension funding crisis for the past three and a half years. Each time the Democratic-led House passed good, solid pension funding legislation, the Republican-controlled Senate turned it down.

January's two Democratic Senate victories in Georgia gave Democrats control of the Senate. This opened the door for the vital pension legislation we've been after for so long.

In a few short months, congressional Democrats delivered the best possible plan – direct funding from the federal government to pension funds to guarantee no pension benefit cuts for current or future retirees along with long-term financial security for pension funds, including the B&C Fund.

With his signature on the American Rescue Plan Act, President Biden wiped away the very real threat that pension benefits would be cut. Now, current and future retirees can rest assured they will receive all of their hard-earned benefits.

Not one Republican in the House or the Senate voted for the American Rescue Plan. Throughout the legislative process, Republicans




tried to strip out the pension protection provisions. They wanted benefit cuts for retirees. Why would the Republicans be opposed to protecting retiree benefits? Why would they want to have retirees struggle to make ends meet?

The BCTGM will continue to place the highest priority on retirement security for our members by preserving our pensions and strengthening Social Security and Medicare.

I am thankful to all of our local union officers, members and retirees who put their heart and soul into the long, hard fight for pension legislation. You attended the rallies, wrote the letters, sent the emails and made the calls to Congress. Without your work, this great victory for workers and retirees would not have been possible.

Many Washington insiders thought this pension legislation would never happen. They underestimated labor's fierce determination to protect the benefits we have earned over decades of struggle.

— Anthony Shelton, BCTGM International President



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Working People Built America: Tell the Senate to **PASS THE PRO ACT!**

On March 9, the U.S. House of Representatives passed the Protecting the Right to Organize Act (PRO Act) and the legislation now heads to the U.S. Senate.

Once passed and signed into law by President Biden, the PRO Act will restore the right of workers to freely and fairly form a union and bargain together for changes in the workplace.

With no positive labor law reform since the 1930s, the BCTGM is united with the entire labor movement in this effort to strengthen workers' rights — which includes the right to organize. With the legislation now in the Senate, the BCTGM will continue to focus all of our energy into getting this historic legislation passed.

The PRO Act will strengthen the right to strike for better wages, hours and working conditions and ensure that elections for

union representation are fair, free of employer intimidation and coercion.

“Labor laws have been neglected for a half century and as the laws have become weaker and weaker, anti-worker companies and politicians have made it even harder for us to exercise the right to organize and collectively bargain,” says BCTGM Director of Organization John Price.

“We must pass the PRO Act and build our power to bring the dignity and respect of a union card to every working person,” Price concludes.



Unions Built the Middle Class

“I’ve long said America wasn’t built by Wall Street, it was built by the middle class, and unions built the middle class. Unions put power in the hands of workers. They level the playing field. They give you a stronger voice for your health, your safety, higher wages, protections from racial discrimination and sexual harassment. Unions lift up workers, both union and non-union, and especially Black and brown workers.”

— President Joe Biden, March 1, 2021

Visit the BCTGM PRO Act webpage to call or email your U.S. Senators: Tell them to
PASS THE PRO ACT! | bctgm.org/PROact

American Rescue Plan SECURES Pensions

On March 11, President Biden signed the American Rescue Plan into law,

a measure that provides \$1.9 trillion to help fight the effects of the COVID-19 pandemic by giving significant assistance to the American people during this economic and health crisis.

Included in the package is \$86 billion to secure multiemployer pension funds, like the B&C Pension Fund. The legislation provides the funding necessary for long-term solvency and no reductions in retirees' hard-earned pension benefits.

The pandemic worsened the multiemployer pension crisis. This bill will save the pensions of more than 1.3 million hard-working Americans. The package also provides long-term stability for single-employer plans.

No Republican in the House or Senate supported this vital legislation. In fact, Republicans tried to strip pension protections out of the legislation.

BCTGM International President Anthony

Shelton praised Democrats for their tenacity in getting the package passed concluding, "This legislation ensures that BCTGM retirees will continue to receive all of their hard-earned pension benefits and active members will receive their benefits when they retire as well. The BCTGM has been a leader in the long fight for pension funding legislation.

"We thank the Democrats in the House and Senate for standing up for retirees by making sure that the pension funding provisions were part of the American Rescue Plan. They defeated multiple attempts by Republicans to scrap these provisions which would have left retirees facing drastic cuts in their pension benefits," President Shelton added.

The legislation will provide another round of direct payments for Americans, an extension of unemployment benefits and billions of dollars to distribute coronavirus vaccines and provide relief for schools, state and local governments and small businesses struggling during the pandemic.

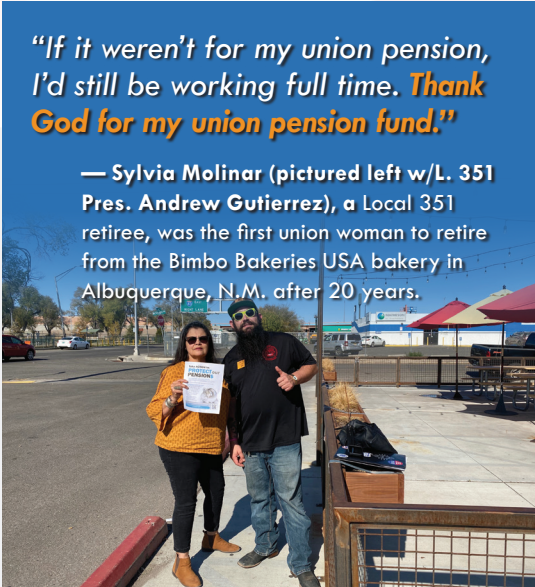
During the signing of the American Recovery Plan President Biden said, "This legislation is about giving the backbone of this nation – the essential workers, the working people who built and keep this country going – a fighting chance."

No Republican in the House or Senate supported this vital legislation. In fact, Republicans tried to strip pension protections out of the legislation.

B&C Pension Fund **Retirees** REFLECT on Pension Security

*"If it weren't for my union pension, I'd still be working full time. **Thank God for my union pension fund.**"*

— Sylvia Molinar (pictured left w/L. 351 Pres. Andrew Gutierrez), a Local 351 retiree, was the first union woman to retire from the Bimbo Bakeries USA bakery in Albuquerque, N.M. after 20 years.

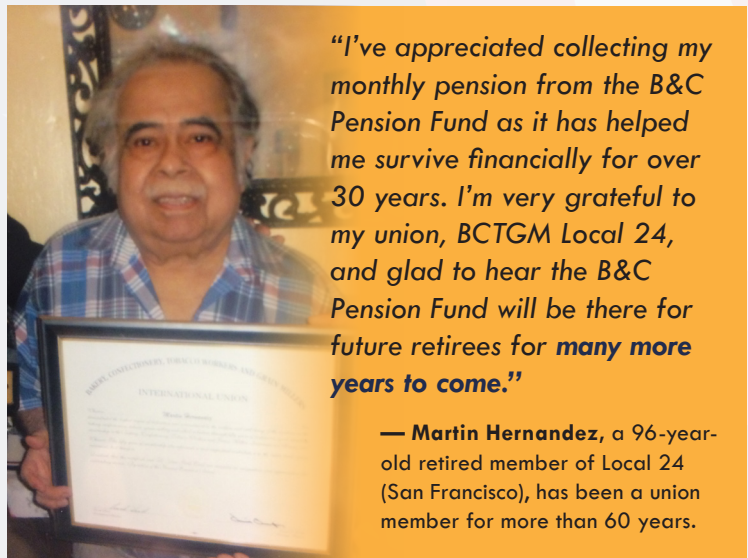


"I rely on my pension to live. The pension must survive."

— Marilyn Jerome, a Local 114 (Portland, Ore.) pensioner, retired in 2000 from Fred Meyer Bakery (now Kroger Clackamas Bakery) after 27 years of service.

"This just shows that finally our government is all for helping pension funds. I have worked here for 37 years, and it's comforting to know that **I will have a pension to look forward to and I will greatly enjoy my retired life."**

— Local 22 (Twin Cities, Minn.) member **Mark Andre**, shop chairman at Bimbo Bakeries in La Crosse, Wisconsin will retire in June after more than 37 years as a member of the BCTGM.



*"I've appreciated collecting my monthly pension from the B&C Pension Fund as it has helped me survive financially for over 30 years. I'm very grateful to my union, BCTGM Local 24, and glad to hear the B&C Pension Fund will be there for future retirees for **many more years to come.**"*

— **Martin Hernandez**, a 96-year-old retired member of Local 24 (San Francisco), has been a union member for more than 60 years.



*"If the pension legislation had not passed, it would have affected all of us Local 114 Bakers Union retirees, and I do not deserve to live on less. It would be a disgrace after all the years I worked hard for my pension. **I gave up wages so I would have my pension.**"*

— Local 114 retiree **Daniel Berg** worked at the Safeway Clackamas bread plant for 36 years before retiring in 2006.

Bridgeton, N.J. Danone Workers

Less than five months after voting to join BCTGM Local Union 6 (Philadelphia, Pa.) workers at the Danone facility in Bridgeton, N.J. approved a first collective bargaining agreement.

RATIFY FIRST CONTRACT

Local 6 negotiators, with assistance from International Director of Organization John Price, began negotiating with the company in Bridgeton, N.J. via Zoom. Workers voted to join the BCTGM in October 2020.

Workers at the facility were eager to join the thousands of other Danone workers throughout the world who work under a union contract. Workers at the Bridgeton facility make non-dairy products, including the Silk brand, for distribution throughout the United States. Negotiations concluded in late March and workers approved the proposal on April 7.

According to Local 6 President Hank McKay, this first agreement will positively change the way work functions in the dairy and have a measurable impact on the day-to-day working conditions of the new BCTGM members.

The union negotiating committee, led by Price and McKay, included Local 6 Secretary-Treasurer Danny Melendez and Business Agent Corey Walters. Newly-elected stewards Ruben Torres, Omar Angel, and Marvin Jordan also served on the negotiating committee.

The contract has provisions pertaining to job classifications, seniority, overtime, and job bidding which put in place rules the employer must follow when hiring, promoting, and giving paid time off.

Additionally, the contract has a grievance procedure, which gives employees “due process rights” with a way to challenge disciplinary actions by the employer. The grievance procedure is a fundamental part of any collective bargaining agreement and has saved countless union members from unfair discipline or discharge.

The new contract also spells out the benefits



Pictured here are L. 6 Pres. Hank McKay (left), Intl. Dir. of Org. John Price (right) and L. 6 members Ruben Torres, Omar Angel, Marvin Jordan and Danny Ramos.

employees will have: holidays, overtime rules, vacations, wage rates, health insurance, successor clause, severance, safety and health protections and retirement security.

“I’m very excited about completing our first contract and I believe we have something our union members can be proud of,” notes Ruben Torres, who works as a Download Operator in the plant.

Most importantly, a union contract is a legal document, protected and enforced by the National Labor Relations Board (NLRB) and the federal courts.

“Equal opportunity and respect for essential workers was key in our first contract negotiations and it is something that can’t be taken away from us,” says Omar Angel who works as a Lab Technician in the plant.

“The union speaks with one voice on behalf of all employees in the bargaining unit. When there is a union contract, the employer loses the powerful advantage of dealing with individuals one-on-one. With our union contract in place, the employer has to deal with the union as the collective voice of all the workers,” concludes Marvin Jordan, who works as a Forklift Operator in the warehouse.

Blues City Brewing Organizer: The Jasmine White Story

“Who is going to fire the bosses? Who is going to discipline those that harass all of us? I told everyone, ‘until we get a union, this is never going to be a good or fair place to work,’” reflects Jasmine

White, a former worker at Blues City Brewing Company in Memphis, Tenn.

The workers at Blues City Brewing Company overcame a ruthless, anti-union campaign and voted on December 10, 2020 to join BCTGM Local 149 (Memphis, Tenn.). However, Jasmine White was fired before she could vote UNION YES.

As a single mother of four children, Jasmine needed her job as a machine operator at Blues City Brewing but says she worried about her co-workers first. The harassment and bullying was intolerable so she decided to start a petition to gauge union interest among her co-workers.

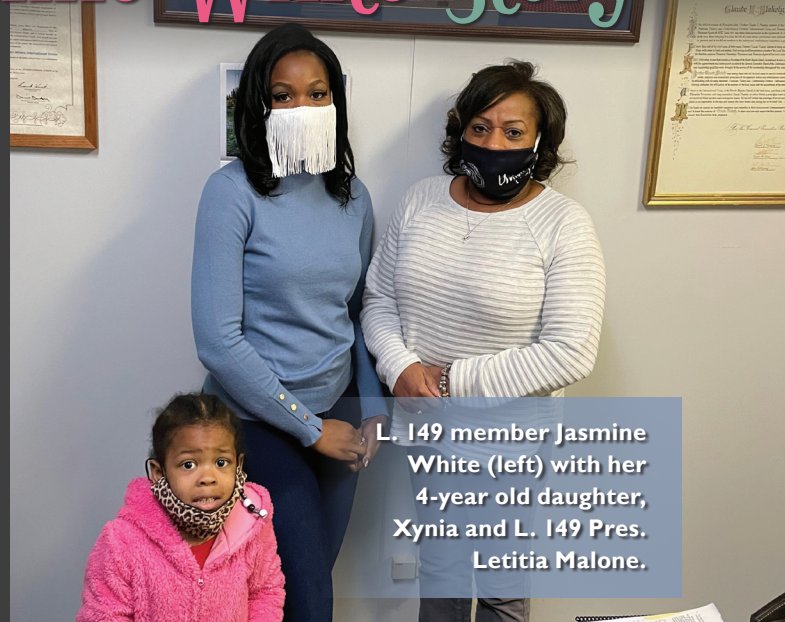
“I managed to get 50 names the first day and that alone motivated me. By the end of the month, I had more than 120 names and that gave me courage to keep going,” recalls White.

Once management learned that Jasmine was a key union leader among the workers trying to organize, she became a target in their anti-union campaign as they increased their efforts to intimidate and cultivate fear within the plant.

White was harassed and interrogated daily. Management would not allow her to take bathroom breaks unless she was accompanied by a female supervisor. At one point, she was subjected to a body search as management sought to find anything associated with the union in her possession that would prove she was engaging in union activity.

After endless harassment and threats, Jasmine was fired the night of July 7, 2020 and marched out of the plant by management. What the company didn’t count on was that her efforts to organize the workers of Blues City Brewing would only intensify from the outside.

“I just couldn’t turn my back. Even though I was no longer with the company, I felt like they needed someone to lead from the outside. That way they’d



L. 149 member Jasmine White (left) with her 4-year old daughter, Xynia and L. 149 Pres. Letitia Malone.

have a better chance to win the election. A lot of people were fearful,” recalls White.

According to BCTGM Director of Organization John Price, the company fired White to intimidate and send fear into the hearts of the workers and force them to vote against joining the union.

“It would have been worth any amount of money to the company at that point. But now they have the worst of both worlds. They have a unionized shop and they still have to deal with Jasmine and serious unfair labor practice charges,” notes Price.

The National Labor Relations Board Memphis Region has found enough merit to Jasmine’s unfair labor practice charges to issue an official complaint. The NLRB is currently in negotiations with the company and the union in an attempt to settle the charges without having to hold an official hearing before a Federal Administrative Law Judge.

“All along I’ve thought, what do I have to lose? If I go out, I will go out with a bang and they will remember me for a good reason,” says White. “I really care about my co-workers and they needed me to lead the way. Even if I never realize the benefits of the union — they will. And in the end, the very best revenge is getting a union in that plant,” concludes White.

LISTEN: Jasmine Tells her Story

on the **BCTGM Voices Project** Podcast



RENEW THE **PROMISE**

WORKERS MEMORIAL DAY 20**21**



FIFTY YEARS AGO on April 28, **Workers**

Memorial Day, the Occupational Safety and Health Act went into effect, promising every worker the right to a safe job. The law was won because of the tireless efforts of the labor movement, which organized for safer working conditions and demanded government action. Unions and our allies have fought hard to make that promise a reality—winning protections that have made jobs safer and saved lives. But our work is not done. Each year, thousands of workers are killed, and millions suffer injury or illness because of dangerous working conditions.

The COVID-19 pandemic has highlighted the close link between workplace safety and health and our communities. The virus has killed more than 500,000 people in this country so far—devastating working families, with a disproportionate impact on people of color. Unions and our allies stepped up to demand and win job protections from this highly contagious virus. We organized for safe jobs and the right to speak out against unsafe working conditions. We demanded access to improved ventilation, respirators and other measures that protect workers from inhaling the virus at work.

Worker safety and workers' voice go hand in hand. That is why America's labor movement is leading the campaign to pass the **Protecting the Right to Organize (PRO) Act**, which would

give all workers who want to form a union a fair path to do so. Strong unions hold employers and the government accountable to keep workers safe. Strong unions raise the baseline level of job safety protections for all.

Workplace safety agencies have been hollowed out with a reduction in staff and a stagnant budget. Many workers never see OSHA in their workplace. Penalties are too low to be a deterrent. Workers are not adequately protected to speak out against unsafe working conditions and to join a union without retaliation.

As we look to the next 50 years of national worker protections, Congress must strengthen workplace safety agencies to renew their promise to working people, and issue life-saving protections against workplace violence, infectious diseases, heat illness, and toxic chemicals—preventable hazards that kill tens of thousands of workers each year.

On April 28, the BCTGM joins with all the unions of the AFL-CIO in observing **Workers Memorial Day** to remember those who have suffered and died on the job, and to renew the fight for safe jobs. We will mobilize to pass the PRO Act, so workers have a voice on the job. We will stand united to strengthen workers' rights and protections, and demand resources and actions needed for job safety enforcement. We will fight for the right of every worker to a safe job, until that promise is fulfilled.

BCTGM Identifies Health & Safety Priorities

for the BIDEN-HARRIS Administration

The International Union has always made the health and safety of our members our highest priority. That focus will only increase with the new Administration which has committed to reforming America's system of occupational safety and health.

The pandemic, and the increased focus on America's workplaces, give the Biden-Harris Administration a unique opportunity to begin a meaningful transformation of the American workplace into something healthier, safer, more sustainable and more productive.

BCTGM members deserve a workplace where deaths, illness and injuries are reduced to their lowest levels possible. Workplaces with lower injury rates also have reduced medical costs, less time lost from work, lower training costs and higher productivity.

To that end, the BCTGM will be focusing on several key areas that BCTGM members have identified as key priorities for the new Administration.

Strengthen Safety Laws and Regulations

- ▶ The majority of the country's safety laws were drafted and implemented in the 1970's and need to be updated to account for new technologies, chemicals and work systems.
- ▶ New regulations on combustible dust, ergonomics, and infectious diseases need to be passed immediately.
- ▶ OSHA's Injury and Illness Reporting system needs to be modernized, made more transparent, and employers must be held accountable for keeping accurate records.
- ▶ The BCTGM will actively support the Protecting America's Workers Act (PAWA) in the current Congress.

Safety Enforcement

OSHA needs the proper tools to be able to effectively regulate and enforce the nation's safety laws. Specifically, OSHA must:

- ▶ Reinforce oversight of state OSHA plans to ensure they are equal to, or are better than federal OSHA rules and regulations.
- ▶ Increase the number of inspectors and inspections.
- ▶ Increase fines for employers, especially those that have a history of ignoring safety laws.
- ▶ Hold company CEO's and Boards of Directors legally responsible for the safety of their workers.

Sensible Standard-Setting Process

- ▶ The current process to pass a standard takes too long and is too cumbersome. A streamlined process needs to be made available to allow for the rapid creation of new standards.
- ▶ Very few new regulations have been passed into law despite a completely transformed work environment. New regulations that deal with nanotechnology, new chemical hazards and advanced technologies must be introduced.

Input From Workers

- ▶ Workers need to be part of the regulation-creation process. Workers, not white-collar managers, understand the work process best and can identify hazards and how those hazards can be eliminated or reduced. Too often, the voices of workers and their union representatives are left out of the standard-setting process.

LOCAL 6:

Organizing to STRENGTHEN Our Future

BCTGM Local 6 (Philadelphia, Pa.) believes organizing is the responsibility and obligation of every local union and member.

According to Local 6 President Hank McKay, the local is so invested in strengthening the union that it has added two additional local union leaders to assist in organizing.

“Because of weak, outdated labor laws, when workers choose to stand up to corporations making overwhelming profits off their backs, they can get fired. Speaking up for equal and fair treatment is every worker’s right. Workers shouldn’t lose their jobs for speaking out when they are being treated unfairly,” says McKay.

“When the PRO Act passes, Local 6 will be ready to further build our membership by doubling our organizing efforts. Organizing secures our future and creates strength,” McKay adds.



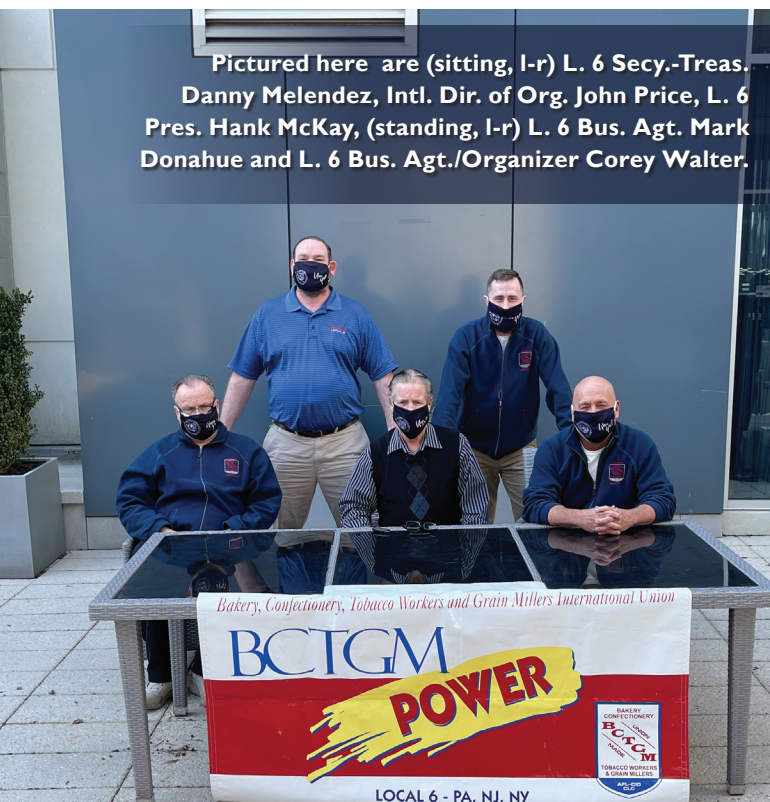
L. 6 Secy.-Treas. Danny Melendez (right) swears in new L. 6 Bus. Agt. Mark Donahue (left) and Bus. Agt./Organizer Corey Walter.

Corey Walter was hired as a Local 6 Business Agent/Organizer. Walter served as the chief shop steward at the BIMBO Bakeries USA Lehigh Valley, Pa. plant where he worked for seven years before being asked to join the Local 6 staff.

As shop steward, Walter conducted a new member orientation when a new worker was hired to work at the bakery. One of the questions he asked of every new union employee was, “Do you know anyone who works in a nonunion bakery or food manufacturing facility?” According to Walter, this single question is generating organizing leads in other facilities. “We find that many union members have friends or family members who work in nonunion facilities,” says Walter.

“Unions are about much more than belonging to something. Unions are about doing something that makes belonging matter. Unions give everyone a voice – and that matters,” notes Walter.

Listen to the officers of Local 6 together with Director of Organization John Price discuss how their local organizing program is growing on an upcoming episode of the BCTGM VOICES Project podcast. Scan the QR or go to bctgm.org/voicesproject.



Pictured here are (sitting, l-r) L. 6 Secy.-Treas. Danny Melendez, Intl. Dir. of Org. John Price, L. 6 Pres. Hank McKay, (standing, l-r) L. 6 Bus. Agt. Mark Donahue and L. 6 Bus. Agt./Organizer Corey Walter.



Bakery Workers at Grand Central Bakery Ratify First Union Contract

Fourteen months after overcoming a vicious anti-union campaign to vote overwhelmingly to join BCTGM Local 114 (Portland, Ore.), bakery workers at Grand Central Bakery in Portland, Ore. ratified their very first union contract following a year of contract negotiations.

Driven by concerns about safety, understaffing, sexual harassment, and low wages, the bakers and dishwashers at Grand Central Baking Company's Northwest Portland wholesale bakery needed the protection of a collective bargaining agreement.

Addressing one of workers' top concerns, the agreement includes wage increases throughout the life of the contract and mandates overtime pay for any hours worked over 8.5. Oregon state law requires time-and-a-half pay in manufacturing jobs after 10 hours in a day.

The contract also provides wage increases throughout the agreement.

Equally important to the bakers, the agreement includes a grievance procedure to challenge unjustified discipline measures and a labor-management committee made up of shop stewards, managers and union reps to address persistent concerns about sexual harassment in the workplace.

"The final vote came a month after the workers voted to reject the tentative agreement.

We returned to bargaining and Grand Central increased the proposed annual raises by 0.25%," said BCTGM Western Region International Vice President Shad Clark, who led the union negotiating committee.

The BCTGM negotiating committee included Local 114 Financial Secretary Darren Hamann, Business Agent Alejandro Ahumada, and Local 114 members Lisa Webb and Cameron Coleman. The new contract runs through June 30, 2024.

"I'm extremely proud of all the hard work our organizing committee put into organizing for a successful union election and, ultimately, ratifying a strong first contract for our bakers. I'm very happy with our contract and excited to see what gains this can lead to for our bakers in the coming years," concludes Cameron Coleman.



Shop Steward to Local Union Officer: Local 125's RUDY GOMEZ

Sixteen years ago, Rudy Gomez took a job at the Safeway wholesale bread plant and warehouse in Richmond, Calif. and began a union career that would lead him to become the principal officer of Local 125 (San Leandro, Calif.), representing the largest number of candy workers in the BCTGM.

On his first day at the bakery in 2004, Gomez was sent to work on the bun line and took a job as the Model K Operator. "It was the hardest job in the whole plant and no one wanted the position! People thought I was crazy. It didn't take me long to figure out why," recalls Gomez.

His job as the Model K Operator (Divider Operator) was to make up the dough pieces in the correct weight and size for the production of different buns (hamburger, hot dog, hoagie, etc.).

"It was a really old machine and there was a lot of physical work involved. My first month in the bakery I lost 20 pounds," Gomez says.

He stayed as a Model K Operator for three years before working his way to be a mixer. "I really enjoyed being a mixer," Gomez says.

In 2008 Gomez was elected as shop steward, a position he proudly held for the remainder of his career in the bakery. "I loved being a union shop steward. You were the representative for the union and you were protected. There were some miserable supervisors and workers needed all the help we could get from our union representation," recalls Gomez.

He enjoyed his job as a mixer on the second shift and stayed in the position for two years. In 2009, Gomez was transferred to the break relief position on the bun line for the first shift. "The break relief position required knowledge of the Model K Operator, Mixer, Oven Operator and Tell-Off (manually stacking pans on the rack), all jobs I had experience in doing," he recalls.

Gomez went on to work as a Scaler on a brand-new bun variety line, then a Sponge Maker. However, the constant overtime and physical nature of the work began wearing on his body. When a position opened in the sanitation department, Gomez says he jumped at the opportunity.

In 2018, Gomez was encouraged to run for a position at the local union and was elected as



L. 125 Bus. Agt. David Cheong (left) and Rudy Gomez (right) outside the See's Candy South San Francisco plant.

the Vice President/Recording Secretary/Business Agent. In 2019, he was elected as the Local 125 Financial Secretary-Treasurer.

Local 125 continues to represent workers at the Safeway wholesale bakery and warehouse as well as in-store Safeway bakeries. However, the majority of the local's 1,500 members are candy workers at Ghirardelli, Jelly Belly, American Licorice, Sconza Candy Company, See's Candies, Annabelle Candy and Gimbal Brothers.

The local maintains a strong philosophy of servicing its membership. "Before COVID-19, we were visiting every shop at least every other month, but had to reduce the number of visitations because of the pandemic," notes Gomez.

Instead of dividing the union shops in half, Gomez and Business Agent David Cheong complete membership visits together. "It is better to have us together when we visit our shops. It shows support and unity and is especially important during grievance and mediation meetings. At least 90 percent are decided in our favor," says Gomez.

Gomez proudly admits that the frequent visits to the local's 10 shops mean, "nearly every union member knows my name."

"I love my job. There is always something that makes my work interesting and challenging. In a way, I feel like my job is just an elevated shop steward position. Just like my years as a shop steward, I am helping out union members all day, every day," concludes Gomez.

The Local 81 team for the 2021 Brian Nachazel Memorial Snowball Tournament.

Michigan Local HAS A BALL

Lending Community Support

In Cedar, Mich., BCTGM Local 81 (Traverse City, Mich.) members from the Sara Lee frozen pie plant participated in the 7th annual Brian Nachazel Memorial Snowball Tournament to raise money for local families in need.

The annual event is held in honor of local resident Brian Nachazel, who died in a car accident in 2014. In an effort to keep his memory alive and celebrate his love of softball, his family began hosting the charity ball tournament. To make the event more fun and entertaining, the games are held in the middle of a cold and snowy Michigan winter.

The Local 81 team was among 10 softball teams and scores of community members who gathered on the snowy ball fields to have fun while raising money. Along with the softball

games, the event includes a silent auction and a 50/50 raffle.

"It is a really fun way to support the community and show our union solidarity," says Local 81 Financial Secretary-Treasurer Sally Stowe, who sent the photos of the event.

The Local 81 team was organized by union member Liz Daher and included both Local 81 members and management from the Sara Lee pie plant.

The 2021 tournament raised \$21,000, which will be distributed among three local families, with some funds reserved for a community playground. In the previous six years, the tournament has raised a total of \$78,000 to help families within the community.



Connie Shutler



Dave Vernon played catcher.



Mike King served as pitcher.

Where are They Now?

Three Local 125 Daughters Win BCTGM Scholarships, EXCEL in Education and Careers

Local 125 (San Leandro, Calif.) members Tony Deng and Janet Deng began working at the Ghirardelli Chocolate factory in San Leandro in 1994.

Tony is a machine operator and has worked at the plant for 26 years. Janet, also a machine operator, retired in 2020 after 25 years. Their good

union jobs, together with their hard work and dedication, have helped them raise three brilliant daughters. All three daughters, Andrea, Alice and Amanda, have been awarded a BCTGM International Scholarship to contribute to their respective university educations. Here is an update on the Local 125 siblings and plans for their future.



Andrea Deng, 2012 Scholarship Winner

Andrea majored in Cognitive Science at University of California Berkeley in Berkley, Calif. and graduated in 2016. Upon graduation, she landed a position as the first designer at a custom printing startup in San Francisco. She later was hired by Dropbox as a product designer where she has been for three years. Andrea is currently the design lead for onboarding for Dropbox team products. In her free time, Andrea enjoys hiking, dancing, singing and cooking.



Alice Deng, 2014 Scholarship Winner

Alice majored in Business Administration at University of California Berkeley in Berkley, Calif. and following her 2018 graduation, she was hired by Dropbox as a product manager. One year later, Alice founded her own startup, Glisten AI (www.glisten.ai) and went through Y Combinator in the Winter 2020 batch. She is currently working on a new startup and enjoys cooking, running, and spending time with family and friends.



Amanda Deng, 2017 Scholarship Winner

Amanda is majoring in Electrical Engineering and Computer Science with a minor in Management at Massachusetts Institute of Technology in Cambridge, Mass. She will be an associate product manager at Uber after graduation in 2021. Amanda is currently an investment partner at Rough Draft Ventures and has interned at Microsoft and Splunk. She enjoys hiking, videography, and fashion.



Free College Extension

The BCTGM Power/Union Plus Bachelor's Degree Completion Program offers union members and their extended family members the opportunity to complete a bachelor's degree at a significantly reduced cost, completely online.

All new and returning students who enroll through Union Plus in the current Bachelor's Degree Completion programs are eligible for a last-dollar scholarship, which allows students to complete their degree (through graduation) with no out-of-pocket costs for tuition, fees, or e-books.

Bachelor's degrees offered:

- Business Administration
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- Criminal Justice
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Tell Your U.S. Senators:

PASS
THE **PRO** ACT



The **Protecting the Right to Organize (PRO) Act** passed the House on March 9 with bipartisan support. **The Senate is the final obstacle.**

The PRO Act would dramatically grow workers' power on the job by expanding union membership, reforming decades-old labor laws, banning so-called "right-to-work" laws and ending employer intimidation and interference in union organizing drives.

Contact your U.S. Senators:

tell them to **PASS THE PRO ACT NOW!**

 **866-832-1560**